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1. The attached memo for the DDCI points out a basic problem with the decision on Language Use Awards which Admiral Inman may not be aware of. A decision on this point is needed soon before the new scheme for awards is set up.
2. We would be pleased to discuss this with you in more detail if you think it useful.

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1013 Key

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DD/FBIS	
DD/FBIS	
AC/E&PS	en
C/LRB	
CMO	
C/AG	
✓C/PROD	RS
C/OPS	
C/ADMIN	
201 FILE	
✓EXEC. REG.	

24 AUG 1981

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH: Acting Deputy Director for Science and Technology

FROM:

Director, Foreign Broadcast Information Service

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SUBJECT: Eligibility for Language Use Awards

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1. This memorandum requests that you reconsider a 24 November 1980 decision of the then DDCI which bars Language Use Awards for virtually all Headquarters employees.

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2. The Language Development Committee met on 12 August 1981 to discuss your 30 June decision to disqualify language specialists from further eligibility for Language Incentive Awards in the language or languages for which they were hired. A number of questions were raised at that meeting which were successfully resolved at the time, but I am aware of one anomaly which I believe deserves your attention because it seems to run counter to the basic intent of the Language Incentive Program (LIP).

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3. When the former DDCI made the decision at the 24 November 1980 Executive Committee meeting, which your 30 June 1981 memorandum reconfirmed, he made another decision which has since received little attention but which I am told will now be implemented concurrently with the one which affects language specialists: that participation in the Language Use Awards will henceforth be limited to employees in full-time positions overseas in which a language is essential. Although that decision presumably was to have been implemented immediately, this was delayed pending the results of a lengthy consideration of the status of language specialists. Now that this latter question has been resolved, I understand Mr. Carlucci's decision to limit the LUA to overseas positions is also to be effective with the first full pay period of FY-1982.

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4. The effect of this will be to preclude eligibility for an LUA for any Headquarters-assigned officer, whether language specialist or not: e.g., production office analysts, reports writers, or any other category of Headquarters personnel. There are exceptions for certain personnel in OTS, OSO, DDO/FR, and DCD whose duties require frequent overseas TDY's.

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5. Such action seems to me incompatible with the basic thrust of a vigorous language incentive program and with your own strong support of such a program. It would remove a positive feature from our recruitment arsenal and would eliminate a major incentive for Agency officers to acquire and use foreign languages in support of their various missions. The LIP, with the LUA, spurs analysts and others who need language for research in original languages to achieve language skills, and it rewards those who use language skills. If these remain desirable Agency goals, then it is self-defeating to focus solely on overseas functions when it comes to eligibility for the LUA. ☐

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6. The thrust for limiting LUA's to overseas positions, as represented in the 19 September 1980 report of the National Academy of Public Administration on the LIP, was that "The Award was generally viewed by those outside of DDO, NFAC in particular, as appropriate for DDO personnel overseas where the use of language in an overseas environment places atypical demands on the individual. This, coupled with the fact that DDO personnel may be expected to have and use several languages in the course of a career, creates a standard few others meet." Similar language was used by the DDA in his recommendations to the DDCI. This view is not representative of the DDS&T; certainly not for FBIS' 120 language officers, 72 of whom are multilingual. Nor is it shared by the nine FBIS Analysis Group officers who now receive LUA's because they deal exclusively with foreign media sources and do original research directly in foreign-language newspapers and journals. We are not persuaded by the argument that Headquarters personnel do not and cannot put language skill to critically important use in exercising the collection and analytical skills for which they are hired. That would attack what should be a cardinal goal of any effective language incentive program. ☐

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7. I most strongly urge your earliest possible reconsideration of the 24 November 1980 DDCI decision to limit eligibility for Language Use Awards to overseas personnel. OT&E is currently working on a revision of the HR outlining the provisions of the LIP. Offices affected by the decision on language specialists need to know soon what continuing latitude there may be for rewarding use of language in Headquarters positions where such skills are of critical value. ☐

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